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Discovering the Archaeologists of Greece 2012-14

Initiative for Heritage Conservancy

Opinion 4

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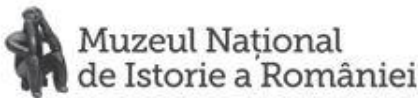
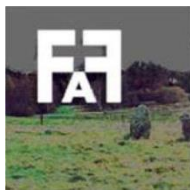
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1 Introduction

1.1 Aims of the project

“Discovering the Archaeologists of Europe 2014” is an international research project funded by the European Union (Lifelong Learning Programme). The aim of the project is to collect and analyse information about employment in archaeology in the member states of the E.U., providing at the same time a basis for informed strategies for the promotion of the profession. This international research project follows up on the relevant programme that took place between 2006-2008 with 12 participant countries (including Greece).

This second phase of the project constitutes a collaborative effort of 22 European partner countries and is headed by the *York Archaeological Trust* (YAC), from the United Kingdom – while Greece is represented by the *Initiative for Heritage Conservancy* (IHC 2014). All institutions, public or private, that employ archaeologists but also specialists/professionals whose work is directly related with aspects of the archaeological heritage in Greece were asked to contribute towards this research project. The main objective of the project is the identification, collection, quantitative study and dissemination of information regarding labour intelligence in the archaeological sector, the provision of valid and up-to-date information to all organisations (whether stately or privately funded) that employ archaeologists in order to help them in their future planning and organisational improvements and adjustments.

The project includes:

- A general overview of the total number of employees or the potential employees of archaeologists in Greece stressing any differentiations
- Information for training needs, and for shortage or absence of skills
- Details about the nature and the range of the archaeological sector in Greece, which will include numerical data of employment in this sector
- Information on the existing employment positions, including employment methods and difficulties in career promotion.
- Issues and trends of the labour market, investments in training, possibilities of further education, etc. economic, business and executive

The research project addresses the archaeological profession in its totality. However, in the case of Greece, the research team wanted to emphasise the skills and job responsibilities that are required when dealing with the archaeological past and its remains including, therefore, also professionals of all specialties that contribute and co-operate directly (e.g. conservators, architects-restorers, historians).

1.2 Methodology – Data collection and analysis

This research project was based on the use of two questionnaires that were inspired (in both structure and content) by the one employed in the previous phase of the Discovering the Archaeologists of Europe (Pantos *et al.* 2008; see also Appendices 1 & 2). The most significant modifications to this questionnaire were guided by the desire to engage with the employment of different specialties that actively co-operate in the wider archaeological heritage sector.

The first questionnaire (Appendix 1) was addressed to organisations employing archaeologists and other professionals who contribute to the archaeological heritage sector and was distributed via e-mail. This process was facilitated by the widely available information (e-mail addresses, contact details, websites etc.) accessible nowadays in the worldwide web for both state services and private institutions, universities, foreign archaeological schools etc. In the case of the major state organisation in Greece, and dominant figure in the archaeological sector, the Ministry of Culture and Sports (hence YPPOA), the questionnaire was sent separately to each relevant service/department.

The second questionnaire (Appendix 2) aimed at individuals, both archaeologists and from the afore-mentioned professions that contribute to the archaeological heritage sector. This was also distributed via e-mail after being initially “tested” through 4 selected individuals who provided comments and feedback on clarity and other aspects of the questionnaire. Consequently, the questionnaires were sent to more than 10 individuals who were asked to also forward them to colleagues of theirs from any area and organisation in Greece (following the “snowball” sampling technique). Nevertheless, all questionnaires have been answered anonymously.

For both questionnaires, the required information concerned autumn 2013, but due to the time-consuming process of prompting the organisations to respond and the overall delays the data reflects the situation up to early spring 2014. The questionnaires, accompanied by an invitation letter outlining the aims and objectives of the research programme, were sent over the period of August 2013- January 2014 via e-mail. Both the organisations and the individuals were asked to complete and send the questionnaires electronically to facilitate the processing of data. Various problems with the distribution of the questionnaire along with the extremely low rate of response from the state organisations necessitated the prolonging of the period of data collection. Overall, it should be stressed that the negative political and socio-economic climate in Greece as well as the enormous pressure and workload for the state services has had a clear impact in the collection of the data. Attempts to request the completion of the questionnaire were also initiated through numerous phone calls and through the mediation of personal contacts. A total of 187 questionnaires were sent to state and private organisations with only 14 responses so far (data was still being received at the time of writing). Among the organisations that completed the questionnaire were thirty eight regional services and five special regional services of the General Directorate of Antiquities and Cultural Heritage (Hellenic Ministry of Culture and Sports), one research institution that is supervised by the Ministry of Education, one university department that offers archaeological degrees and one foreign archaeological school. The data gathered from the questionnaires was entered to a Microsoft Excel database for the process of analysis.

1.3 Alternative/additional sources: information retrieved from the worldwide web

Due to the very low response rate and the circumstances impeding the various archaeological services to participate in the questionnaires of this project alternative information was sought from the worldwide web.

The website of the Hellenic Ministry of Culture and Sports provides files (mostly in Microsoft Excel format) for the vast majority of the services that come under the jurisdiction of the General Directorate of Antiquities and Cultural Heritage (henceforth GDACH). Not all of the files contain up-to-date information while the data is limited to providing the names

(revealing gender), professions/specialisations and, in most cases, the types of contracts held by individuals. In addition, the data is not always presented in a consistent manner. Nevertheless, these files offer some insights to certain issues of interest to this project. The files examined for this report cover the eight directorates and one department (out of the existing two) that constitute the dependent central services as well as 59 Ephorates (out of the total 67) that constitute the regional services of the GDACH (for a full list of the services and the overall structure of GDACH see section 13). Data was not available for one department of the central services and eight regional services (Ephorates).

In a similar manner, information about the archaeologists employed in Greek academia and specifically in the six universities that offer archaeology degrees was retrieved through their relevant official websites. It could not be expected, for obvious practical reasons, that the available data would have been presented in a consistent format in all of these websites. The amount of information presented in these websites was wide-ranging and probably not entirely up-to-date in all cases. Despite this drawback, using this source proved important for covering the extremely low response rate to the primary method of this report (questionnaires).

2. Definitions of archaeologists

For the Greek context the archaeological profession was defined, as mentioned also in the previous phase of the DISCO project (Pantos *et al.* 2008: 73), as follows: 'Archaeologist is the scientist who discovers, researches, records, studies and publishes past material cultures, with the purpose of understanding and interpreting the history and the social-cultural structures of societies from which originate the discoveries. Additionally the archaeologist deals with the protection and presentation of cultural heritage of the country from the most ancient times up to today'.

3. Numbers working in Archaeology

The previous survey recorded 1.856 individuals working 'as archaeologists in the Ministry of Culture, the research centres, the foreign archaeological schools, the private museums or offering their services as guides' (Pantos *et al.* 2008). For the present survey the estimated

number of archaeologists in Greece is 1.528¹. This number corresponds to ‘archaeologists’ as opposed to ‘people working in archaeology’ (broader definition of the term). In addition, this figure does not include archaeology graduates who work as guides and those who are employed outside the archaeological sector (not engaging in tasks related to archaeological heritage) as well as unemployed holders of an archaeology degree. According to information provided by the Directorate of Administration, of the Ministry of Culture and Sports, there are in total 1.289 archaeologists (actual number) working in its various departments and services.

Type of organisation	Number of archaeologists
Ministry of Culture	1.289
Research Centers	42
Universities	72
Foreign Archaeological Schools	88
Private Museums	33
Private institutions	4
Total number of archaeologists	1.528

Table 1 - Estimated number of archaeologists working in Greece per organisation

¹ The permanent population of Greece, according to the 2011 census, was 10.815.197 (ELSTAT 2014).

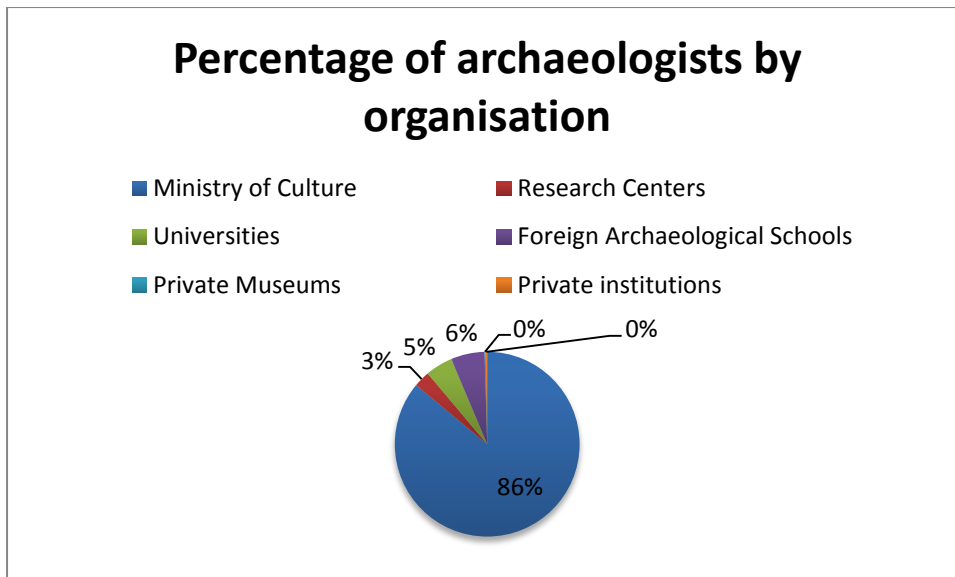


Figure 1 - Estimated percentage of archaeologists in Greece by organisation (based on the estimated total number of 1.528).

The sample gathered through the questionnaires that were directed to the various organisations provides an example of the distribution of various professions contributing to archaeology. More specifically, a sample of 12 organisations including six regional services and five special regional services (with three major museum institutions among them) of the General Directorate of Antiquities and Cultural Heritage along with a research organisation supervised by the Ministry of Culture and Sports rendered the following numbers:

Profession/Specialisation	Number
Excavation technicians	320
Archaeologists	264
Archaeological guards	259
Conservators	150
Administrative staff	97
Unspecialised personnel (e.g. excavation workers)	73
Architects	41
Museologists	8
Historians	3

Table 2 - Table showing the number of professionals working in nine different areas within the wider archaeological sector from a sample of 12 organisations.

As demonstrated by this table, with excavations being at the core of archaeological activity the number of auxiliary professions such as excavation technicians can often exceed

the number of actual archaeologists. The numbers of the third most numerous type of professionals, the archaeological guards, is justified considering the vast archaeological resources in Greece – archaeological sites, monuments and museums require a lot of relevant staff. It is worth highlighting that one of the archaeological museums (special regional service) participating in this survey emphasised that the number of staff varies according to the seasonal needs of the organisation, noting that this applies particularly to archaeological guards, technicians and cleaning personnel.

Based on information retrieved from the website of the Ministry of Culture and Sports (see section 1.3 on alternative/additional sources) the GDACH employed approximately 898 archaeologists – 124 in its central services and 774 in its regional services.² The only service not including archaeologists in its personnel was the Directorate of Conservation of Ancient and Modern Monuments.

Based on information obtained from the websites of the Greek universities approximately 72 archaeologists are working in the relevant institutions that offer archaeology degrees. Unfortunately the information available does not reveal the number of archaeologists working according to the terms of the Presidential Decree 407/1980 (Π.Δ. 407/1980) or as Special Technical Laboratory Staff (referred to as E.T.E.Π. in Greek).

4. Age and gender of archaeologists

According to the 2011 census, females constitute %51,0 of the permanent population in Greece and males %49,0 (ELSTAT 2014).³ The same census indicated the average age of the population to be 41,9 years.

From the completed questionnaires received from Greek organisations in the archaeological sector the following sample of 44 organisations offers the following information with regard to the age and gender of archaeologists. Out of the total sample of 578 archaeologists, females constituted the vast majority, accounting for 76% as opposed to male archaeologists who only represented 24% (see Figure 2).

² Time constraints did not allow the inclusion of the 18 special regional services in this examination.

³ Females accounted for 5.512.494 and males for 5.302.703 out of the total 10.815.197 respectively (ELSTAT 2014).

	Male		Female		Total	
Under 20	0	0%	0	0%	0	0%
20-29	12	9%	24	6%	36	6%
30-39	46	34%	190	43%	236	41%
40-49	58	42%	178	40%	236	41%
50-59	17	12%	45	10%	62	11%
60 and over	4	3%	4	1%	8	1%
Total	137	100%	441	100%	578	100%

Table 3 - Age and gender of archaeologists working in Greece (based on a sample of 44 questionnaires=578 archaeologists).

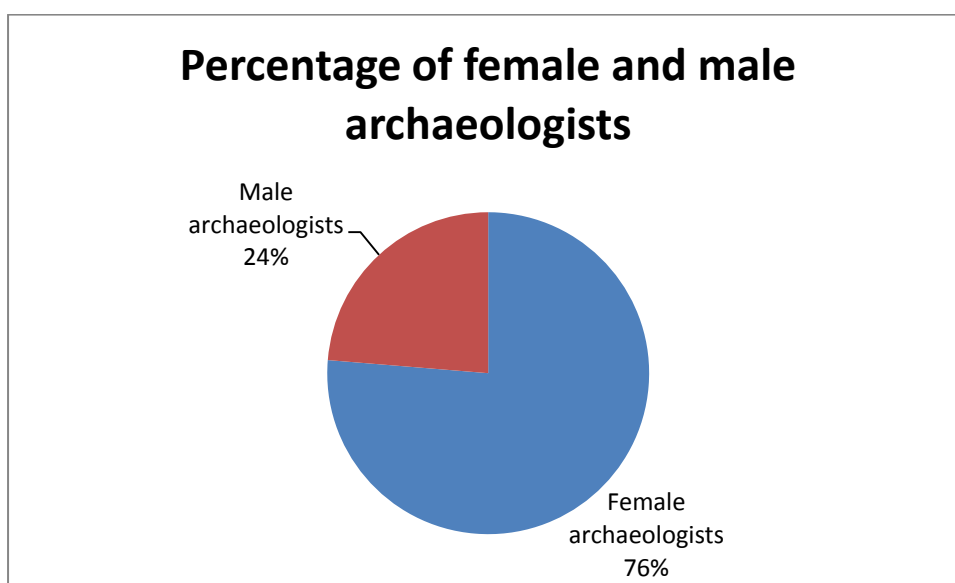


Figure 2 - The percentage of female and male archaeologists (derived from a sample of 578 individuals).

From the afore-mentioned sample, the vast majority of female archaeologists belonged to the “30-39” and “40-49” age groups (constituting together 83%). The same age groups were prominent for male archaeologists (constituting 76% of the sample) with the individuals aged “40-49” amounting to 42%. The total absence of the “under 20” age group for both genders can be easily explained by the fact that Greek students enter university after the age of 18 and the archaeology degrees consist of a minimum four years of study.

The examination of the inventories available on the website of the Ministry of Culture and Sports (corresponding to the central and regional services of the GDACH) did

not render any information with regard to the age of the archaeologists. However, the relevant data was quite revealing in terms of the gender distribution. Female archaeologists are far more numerous, accounting for 80% of the workforce: 106 (out of 124) in the central services and 608 (out of 774) in the regional services. This imbalance is very evident also in the high-ranking positions. Most of the directors of the central services (6 out of 8), as well as the Director for the whole of the GDACH, were female. Furthermore, from the 67 Ephors of antiquities (directors of the various Ephorates) in the regional services 84% were female (approximately 56 out of 67). Overall, female archaeologists seem to have a strong presence in positions with decision-making power that require also great responsibilities. Perhaps this is indicative not only of the numerical dominance of females in archaeology courses at university but also of the progress in terms of gender equality/equal opportunities in the working environment.

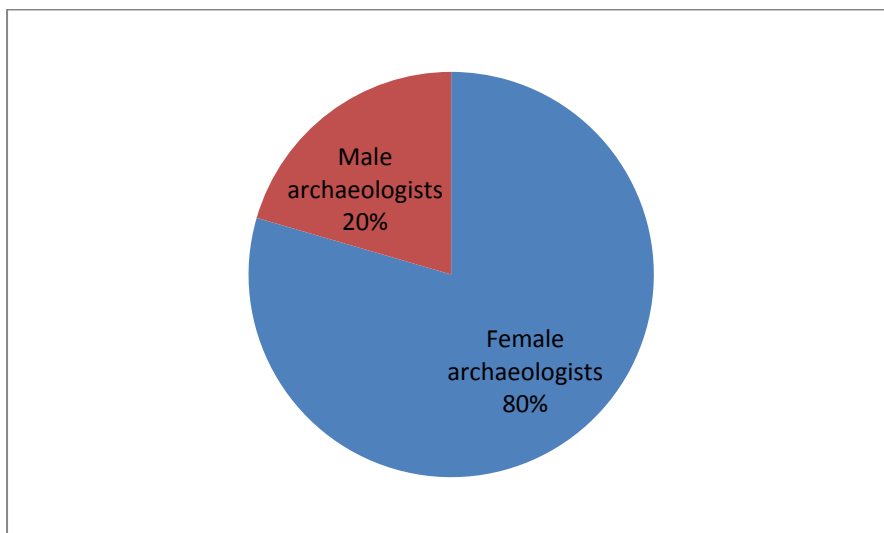


Figure 3 - Percentage of female and male archaeologists in the central and regional dependent services of the General Directorate of Antiquities and Cultural Heritage, Hellenic Ministry of Culture and Sports.

Percentage of female and male Ephors of antiquities

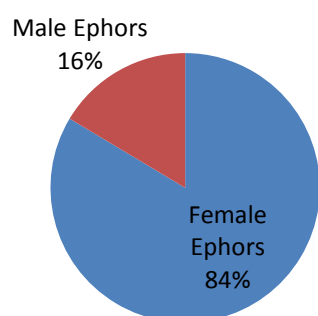


Figure 4 - Percentage of female and male Ephors of antiquities in the central and regional dependent services of the General Directorate of Antiquities and Cultural Heritage, Hellenic Ministry of Culture and Sports.

This survey identified 38 female and 34 male archaeologists working in the Greek universities. There are slightly more female archaeologists in the positions of professor and assistant professor (see Tables 4 & 5).

Type of academic position	Number	Female	Male
Professors	25	14	11
Associate professors	9	4	5
Assistant professors	23	13	10
Lecturers	11	5	6
Other	4	2	2

Table 4 - Table showing the numbers of archaeologists working in the six Greek universities that offer archaeology degrees.

Specialisation	Type of position	Number	Female	Male
Prehistoric archaeology	Professors	9	5	4
	Associate professors	4	3	1
	Assistant professors	6	3	3

	Lecturers	5	3	2
	Presidential Decree 407/1980	1	1	-
	Total	25	15	10
Classical archaeology	Professors	13	7	6
	Associate professors	3	1	2
	Assistant professors	9	5	4
	Lecturers	2	-	2
	Total	27	13	14
Byzantine archaeology	Professors	3	2	1
	Associate professors	1	-	1
	Assistant professors	8	5	3
	Lecturers	3	1	2
	Presidential Decree 407/1980	1	-	1
	Total	16	8	8
Archaeometry	Associate professors	1	-	1
Museology	Lecturers	1	1	-
Other	Archaeologist (sculpture): archaeological park	1	-	1
	Archaeologist (Special Technical Laboratory Staff): management of digital material	1	1	-
Total		72	38	34

Table 5 - Table showing the numbers of archaeologists working in the six Greek universities that offer archaeology degrees sorted according to the four main chronological specialisations (Prehistoric, Classical and Byzantine archaeology) by academic position, by total number and by gender.

5. Disability status of archaeologists

In Greece, since the 1980s “people with special needs” has been established as the widely used term to describe disabled people (ECOTEC 2000: 103) and article 32 of Law 1566/1985 provides the following definition: “the persons who due to pathological, psychic or social reasons present retardations, disabilities or disorders in their general psychosomatic condition or in their individual functions and at a level that renders difficult or seriously impedes the attendance of the general and professional education, the possibility of inclusion in the production procedure and their mutual acceptance by the society”.

Active measures for anti-discrimination have been initiated from the late 1990s on a national level. First of all, ‘legislation stipulates that employers with more than 50 staff should employ 8% people from “special social groups” and ‘the number of disabled people must be 2% of the total workforce’ (ECOTEC 2000: 29). According to Law 2643/1998 (approved in 1999) disabled people were given ‘*first priority* over all other special groups in being offered jobs in the public sector, and *second priority* for jobs in the private sector’ (ECOTEC 2000: 104). The second measure, that is applicable for banks, the public sector and local authorities, demands that ‘a proportion of vacancies in special ancillary occupations (messengers, night watchmen, cleaners and receptionists) must be reserved for ‘people with special needs” (ECOTEC 2000: 105).⁴ Although the relevant report stated that the compliance of employers to this latter measure was good in the public sector it was, nevertheless, noted that the professions involved were for low-skilled jobs and improvements were needed for higher skilled professions (ECOTEC 2000: 105). It is perhaps worth noting that back in 2000 it was estimated that the disabled population of Greece should be higher than 13% of the total population (which was the EU average then), since Greece had the highest rate of road accidents in the EU (ECOTEC 2000: 106).

The completed questionnaires received from 14 organisations (one university, one foreign archaeological school, one research institution, six regional and five special regional services of the GDACH) indicated no archaeologists with disabilities from a total sample of 274 individuals. Altogether from the total workforce of these 14 organisations only 4

⁴ These measures have been reasserted by Law 3454/2006

employees with disabilities –3 archaeological guards and one conservator– were mentioned. Out of these 4 individuals, 3 were employed by a major museum which constitutes a special regional service of the GDACH. Although the available sample is really very small and does not allow for broader analysis or comments one could assume that the measures referred to in the previous paragraph may have played a role in the employment of these people in these particular positions.

6. Country of Origin

According to the 2011 census, Greek citizens constitute %91,6 of the population – 9.903.268 people in total (ELSTAT 2014). It was indicated that 911.929 foreign (non-Greek) people were living in the country (8,3%) of which 199.101 people (1,8%) were citizens of other European Union countries (ELSTAT 2014).⁵

The archaeology sector in Greece, with the exception of the Foreign Archaeological Schools, is dominated by Greek citizens and people of Greek ethnic origin. Although analytical numbers and adequately representative samples could not be gathered for this survey the data collected is confirming this situation.

From a sample of 11 organisations that rendered information on the ethnic background of their personnel –corresponding to 242 archaeologists– only one special regional service of the GDACH (a major museum) mentioned that it employed a non-Greek archaeologist. The country of origin was indicated to be Italy. All other archaeologists were mentioned to be Greeks.

7. Full-time and part-time work in archaeology

The only information with regard to numbers of full-time and part-time workers in archaeology was retrieved from the completed questionnaires of the Greek organisations. It is no surprise that the vast majority of archaeologists in the country are working full-time with the part-time option only recently having been introduced in the sector. Out of a sample of 13 organisations, accounting for 274 archaeologists (6 regional services and five

⁵ In comparison, the population census of 2001 indicated 761,813 foreign (non-Greek) people living in the country of which 391,624 were employed (ELSTAT 2014).

special regional services of the GDACH, one research institution and one university department), part-time archaeologists accounted for only one individual from a special regional service while all 20 individuals working for the University of Athens were indicated to be employed with reduced working hours (of less than 30 hours per week).

8. Growth of the sector

The questionnaire sent to the various organisations operating in the Greek archaeological sector included questions about comparing the current number of employees with the past (2012, 2010, 2008) and prompted the relevant institutions to estimate future numbers (see Appendix 1).

8.1 Employment in the past

The sample discussed here corresponds to 12 organisations (six regional and five special regional services of the GDACH and one research institution). When asked about the number of staff they employed a year ago (2012) in comparison to the present all possible answers (“More”, “Less”, “Same”) appeared four times. This was followed by a question with regard to the number of staff three years ago (2010) in comparison to the present. In this question half of the organisations (6 out of 12) mentioned that they used to have more employees in that particular period. Answers indicating the same numbers for 2010 and 2013 and less employees for 2010 both appeared three times. When asked about the number of staff five years ago (2008) in comparison to the present situation 7 out of 12 organisations stated that they employed more personnel in the past (4 out of 12 claimed that they had less employees in 2008). The sample and the relevant answers do not provide a clear picture but one cannot help noticing that the period when employee numbers seem to start declining coincides with the emergence of the global and national economic crisis (which has been followed by several cuts etc.). Quite interestingly, the foreign archaeological school that responded to this survey (not included in the sample of 12 discussed above) mentioned no fluctuations in staff numbers in the last five years.

8.2 Employment in the future

The afore-mentioned 12 organisation (see section 8.1) were also asked about the number of employees they anticipated for their institutions one year ahead (2014) in comparison to the present. A quarter of the respondents were reluctant to give an estimation (stating they “Didn’t know”). While the sample is too small, it is interesting to see that 5 out of 12 organisations stated that they expected to have less employees followed by almost as many responses (4 out of 12) anticipating more employees. The current rumours and fears for further cuts in the human resources of the archaeological sector are certainly not reflected in this data. Finally, with regard to the anticipated number of employees three years ahead (2016), compared to the present, the vast majority of the organisations could not provide an answer (8 out of 12) with quarter of the answers (3 out of 12) expecting less employees.

9. Highest qualifications gained by archaeologists

All organisations that replied to the questionnaire provided information about the highest qualifications in archaeology obtained by archaeologists representing a sample of 694 individuals.

Type of qualification	Total	
Post-doctoral qualification	1	<1%
Doctorate (PhD)	142	21%
2-year Postgraduate (Masters)	181	26%
1-year Postgraduate (Masters)	30	4%
First degree	340	49%
Total	694	100%

Table 6 – Table indicating the highest level of qualification (in archaeology) obtained by archaeologists working in Greece (based on a sample of 44 questionnaires).

The relevant table reveals that more than half of the archaeologists in question have qualifications higher than the first degree (the latter is the minimum an archaeologist is required to have in order to qualify for the profession). The vast majority of archaeologists

holding a postgraduate qualification seem to have acquired it in Greece as one-year postgraduate qualifications (usually obtained from abroad, in countries like, for example, the U.K.) only account for 4% of the sample – on the contrary 26% of this sample hold a two-year postgraduate qualification. It is reasonable to believe that this imbalance (apart from a potential reflection of the existing numbers – unfortunately not available for this survey) may also be the result of the stronger networks that postgraduate students in Greece tend to develop with the state archaeological services in order to find a job. Archaeologists with a PhD account for a significant section (21%) of the total sample – perhaps another indicator of the tendency of Greek archaeologists to seek higher qualifications in order to be competitive in the sector.

The organisations that replied to the questionnaires did not provide information about the country of origin in which the highest qualifications of their archaeologists were obtained. Relevant information was extracted from the personal questionnaires (answered by individuals). According to the relevant data (Table 7) the vast majority of archaeologists had acquired their highest qualifications in Greece. All individuals who indicated that they had acquired their highest qualifications abroad had done so within the European Union.

Type of qualification	Greece		EU		Rest of world		Total	
Post-doctoral qualification	2	12%		0%		0%	2	12%
Doctorate (PhD)	5	29%	1	6%		0%	6	35%
2-year Postgraduate (Masters)	4	23%		0%		0%	4	23%
1-year Postgraduate (Masters)		0%	1	6%		0%	1	6%
First degree	4	24%		0%		0%	4	24%
Total	15	88%	2	12%		0%	17	100%

Table 7 – Table indicating the highest level of qualification achieved by archaeologists by country of qualification (sample of 17 questionnaires).

10. Training needs and skills shortages

This survey identified training skills and shortages by addressing both organisations dealing with archaeological heritage and individuals working in the sector. Tables 8 and 9 summarise the answers provided by the questionnaires distributed to archaeological organisations. When asked to choose among various types of skills the most common, by far, shortage was identified with regard to “Information/Technology” while “Project management”, “Human resource management”, “Management” and “Education/Training” featured significantly.

<u>Type of skill</u>	<u>Frequency of citation</u>	<u>Popularity (percentage within sample)</u>
Information/Technology	36	82%
Project management	23	52%
Human resource management	20	45%
Management	19	43%
Education/Training	19	43%
Customer care	12	27%
Foreign languages	10	23%
Business skills	3	1%
Sales/marketing	3	1%

Table 8 – Table indicating the specialised skills considered as a priority for the training of the employees in the next two years (based on a sample of 44 questionnaires).

<u>Type of skill</u>	<u>Frequency of citation</u>	<u>Popularity (percentage within sample)</u>
Conducting (direct) specialised evaluation of excavation finds	17	39%
Marking of archaeological site boundaries	16	36%
Conducting (direct) non-intrusive field investigations (other than excavations) of archaeological nature (e.g. underground	14	32%

geophysical survey)		
Conservation of artefacts	14	32%
Contributing to specialised evaluation of excavation finds	12	27%
Contributing to non-intrusive field investigations (other than excavations) of archaeological nature (e.g. underground geophysical survey)	8	18%
Conducting (direct) intrusive excavation (e.g. paleolithic layers)	5	11%
Artefact research	5	11%
Desk-based research	4	9%
Contributing to intrusive excavation (e.g. paleolithic layers)	3	7%

Table 9 – Table indicating the technical, archaeological skills considered as a priority for the training of the employees in the next two years (based on a sample of 44 questionnaires).

Interesting results were also provided by the questionnaires distributed to individuals working in the wider archaeological sector. 11 out of 12 respondents stated that they identify training needs for individuals and the organisation as a whole and that they provide training courses for their employees who are paid. It is worth noting that very few responses reflected on or included training opportunities for unpaid staff – perhaps also reflecting the extremely low number of volunteers mentioned to be employed. The most popular form of training seemed to be “training leave” which allows employees to be on leave while they, for example, study for a postgraduate course. This is the case for permanent archaeologists who are given two months on annual basis as leave in order to publish their work (10 out of 12 respondents mentioned this form of training). 6 out of 11 respondents also mentioned internal and external training seminars, mentoring and individual research. 8 out of 12 respondents stated that the organisation provides performance appraisals and that they engage in continuing professional development. However, only one organisation said that they have a proper training plan and, possibly not surprisingly, none of the organisations is allocated a budget for providing training. In other words, what this data shows is that although the financial resources are not there for training there is willingness for continuing professional development. In addition, mechanisms, such as leave, exist in order to allow the employees to gain further skills.

Another interesting element is the fact that both young and more experienced archaeologists are given opportunities for work. Interestingly, with the exception of 2 respondents, the general opinion is that the employees are not very skilled and that the university courses they attend do not fully prepare them for the real life job of an archaeologist. In terms of skill gaps in non-archaeological work the most frequently mentioned skill was that of new technologies (3 responses) followed by management and project management. In order to cover this gap, the organisations had to outsource the skills. Other skill gaps mentioned, for which consultants were employed, include human resources, foreign languages, training and visitor management. For archaeological jobs, “Conducting (direct) non-intrusive field investigations (other than excavations) of archaeological nature (e.g. underground geophysical survey)” was the most frequent gap in skills (3 responses).

The respondents were also asked which skills they would prioritise in the next two years. The most popular proved to be “information technology”, “management” and “project management”. “Human resources” also scored pretty high (5 out of 12). In terms of specific archaeological skills the two main priorities for the respondents were “Conducting (direct) specialised evaluation of excavation finds” and “Conducting (direct) non-intrusive field investigations (other than excavations) of archaeological nature (e.g. underground geophysical survey)”.

11. Salaries in Archaeology

Table 10 outlines the gross salaries of archaeologists working for the Ministry, the research institutions and the universities. The lowest minimum salary is found among those archaeologists working for the state services (748 €) while the maximum salaries can be gained by both archaeologists working for the Ministry and university professors (2.596 € and 2.598 € respectively). The overall average gross salary was estimated at 1.865,83 euros. It is worth noting that several variations were noted in the salaries. This is because in Greece the salary fluctuates depending on years of experience, qualifications, foreign languages, children, marital status etc.

Gross salaries on a monthly basis
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	Minimum salary	Maximum salary	Average salary
Archaeologists (Ministry)	748 €	2.596 €	1.672 €
Archaeologists (Researchers)	1.110 €	2.466 €	1.788 €
Archaeologists (Universities)	1.677 €	2.598 €	2.137,5 €
Total	1.178.33	2.553.33	1.865,83

Table 10 – Table indicating the minimum, maximum and average gross monthly salary for full time archaeologists working in Greece (based legal documents and a sample of 44 questionnaires).

12. Types of contracts in Archaeology

According to information received from the Directorate of Administration of the Hellenic Ministry of Culture from the total of 1,289 archaeologists working in the various departments and services of the ministry there are 376 with permanent contracts, 501 with indefinite working time contracts (private law dependent employment relationship) and 412 with definite working time contracts (private law dependent employment relationship). From the latter category, 16 are employed through injunctive measures.

The data gathered from the questionnaires offers only a fractional view of the current situation but nevertheless is of interest with regard to the distribution of the types of contracts in the (dominant) public sector in the country. The following numbers in Figure 5 have been derived from a sample of 198 archaeologists working in 11 organisations (five regional and 5 special regional services of the GDACH and one research institution). Although it is known that archaeologists working with “Indefinite” and “Definite working hour” contracts are more numerous than the ones with permanent contracts this sample indicates the latter as dominant.

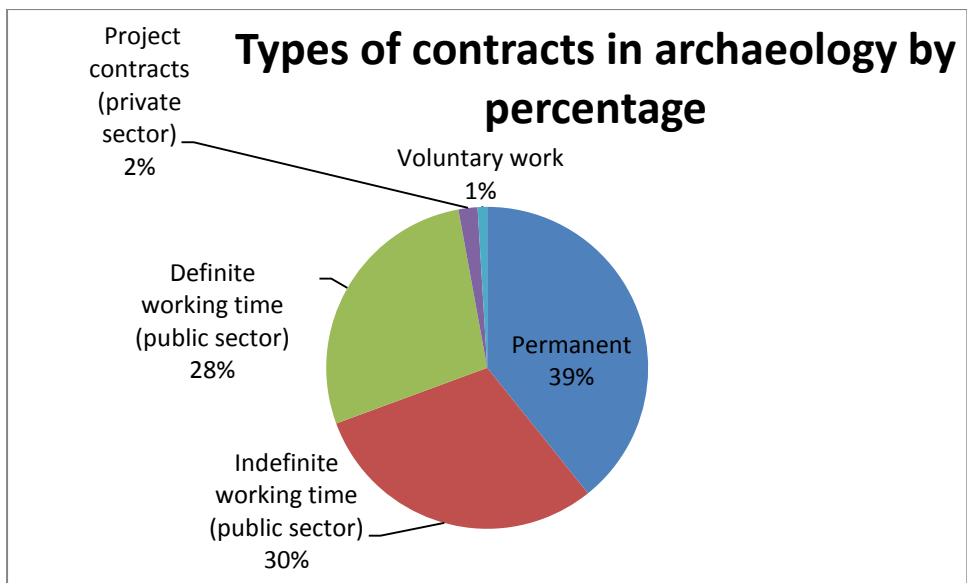


Figure 5 - Distribution of types of contracts from a sample of 11 organisations corresponding to 198 archaeologists working in the public sector.

With regard to the length of the contracts for the afore-mentioned sample, not all organisations provided relevant information. The following figure, therefore, corresponds to 9 organisations (five regional and four special regional services of the GDACH)) and 211 archaeologists. Permanent contracts and “Indefinite working time” contracts, not surprisingly, constitute 57% of the sample

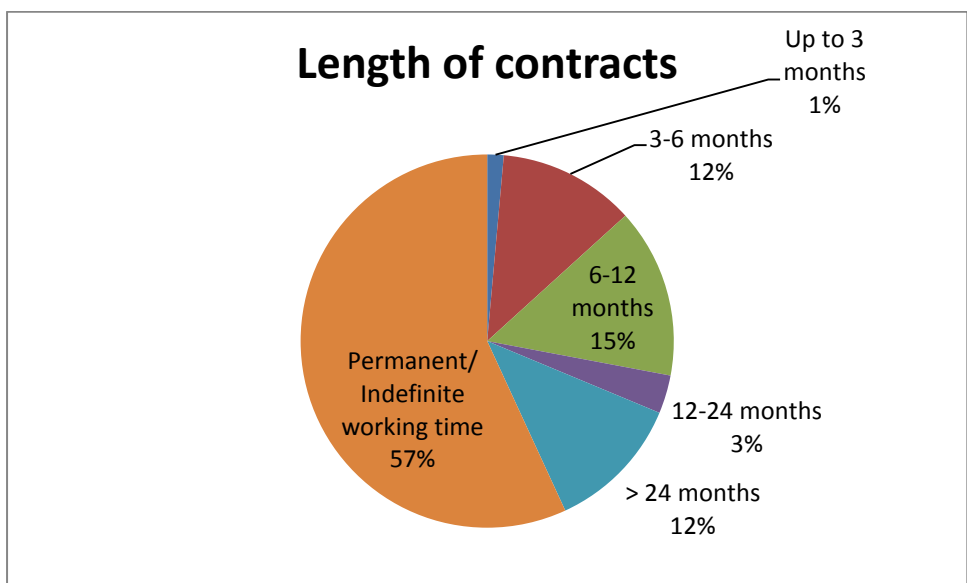


Figure 6 - Distribution of types of contracts from a sample of 11 organisations corresponding to 198 archaeologists working in the public sector.

Very few volunteers were mentioned in the 14 questionnaires completed by the various organisations with the exception being a female conservator (20-29 age group) working for a regional service and two female archaeologists in a special regional directorate (both working for a three-month period). Quite interestingly, the latter service indicated that during the previous year it had up to 8 volunteers at its disposal.

An examination of the files available on the website of the Hellenic Ministry of Culture and Sports (corresponding to the central and regional services of GDACH) provided a general picture about the situation with the contracts of archaeologists. The majority of the central services employed archaeologists with permanent contracts (87 out of 134) while 18 and 19 individuals respectively had indefinite and definite contracts. The regional services, on the other hand, employed a smaller percentage of permanent archaeologists – approximately 39% (306 out of 774). The files examined indicated 254 indefinite and 214 definite contracts corresponding to 33% and 28% respectively of the total number (774).

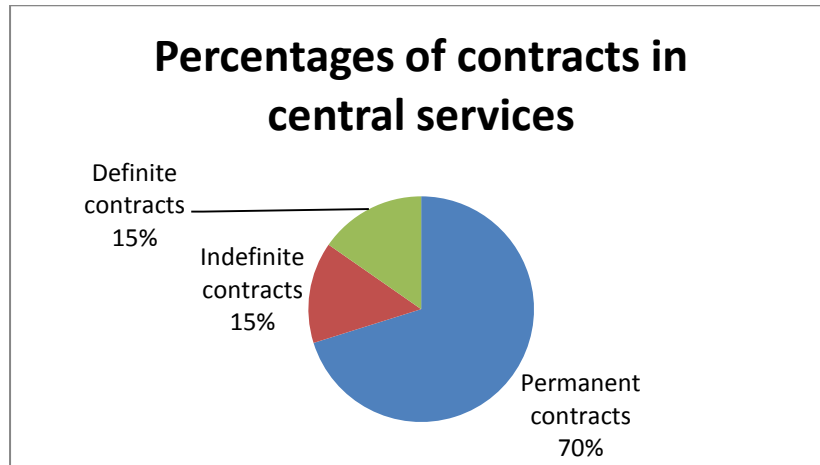


Figure 7 - Percentage of permanent, indefinite and definite contracts for archaeologists working for the central services of the General Directorate of Antiquities and Cultural Heritage, Hellenic Ministry of Culture and Sports.

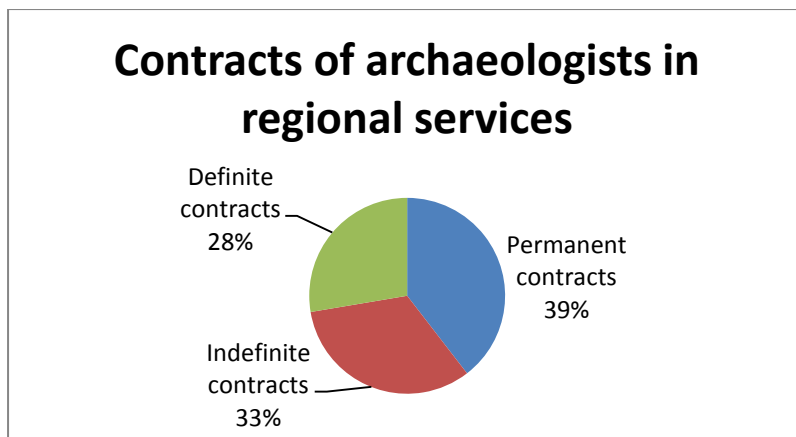


Figure 8 –Percentage of permanent, indefinite and definite contracts for archaeologists working for the dependent regional services of the General Directorate of Antiquities and Cultural Heritage, Hellenic Ministry of Culture and Sports.

The foreign archaeological school that participated in this survey stated that its paid staff (administrative personnel only) were working with two-year contracts as part-time employees of the private sector while its unpaid staff had contracts lasting up to three months.

13. Types of organisations operating in Archaeology

The discipline of archaeology was established in Greece after the emergence of the Modern Greek state in the early half of the nineteenth century (Kokkou 1977; Hamilakis 2007). Since then, the archaeological services of the state have been in the forefront of all activities related to the study, excavation, protection, conservation, interpretation, and presentation of archaeological heritage (movable and immovable). As also mentioned in the previous “Discovering the Archaeologists of Europe” research project “Commercial Archaeology”, as practiced elsewhere in Europe has not developed under the existing legislative and operational framework (Pantos et al. 2008).

13.1 Hellenic Ministry of Culture and Sports

The most important organisation in charge of archaeological heritage in the country is the Hellenic Ministry of Culture and Sports. The following tables (11-14) outline the structure of this ministry along with the most important associated organisations.

The archaeologists inevitably have a strong presence in the high-ranking positions of the General Directorate of Antiquities and Cultural Heritage as opposed to the other professionals contributing to the archaeological sector (architects, conservators etc.). According to data retrieved from the website of the Hellenic Ministry of Culture and Sports, the Director of the GDACH is an archaeologist while half of the directorates of the central services (4 out of 8) were also headed by archaeologists (with the other half consisting of a conservator, a folklorist-ethnologist, a topographer-mechanic and an administrative member of staff). All of the Ephors of Antiquities were also archaeologists.

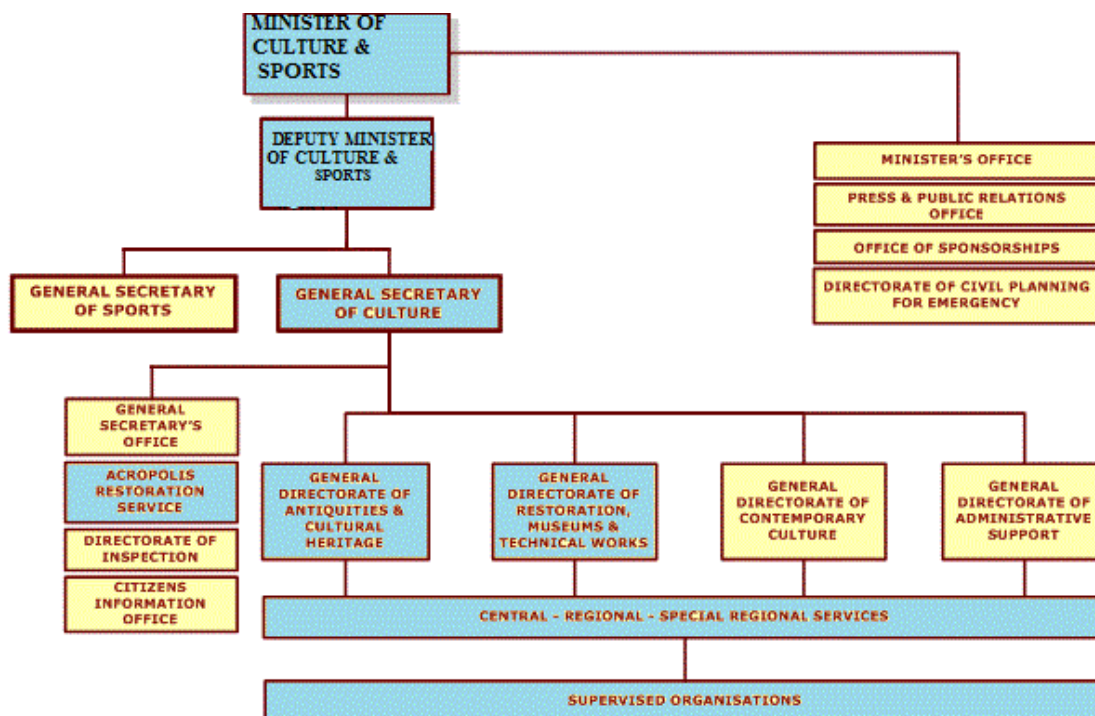


Figure 9 - Table showing the organisational chart of the Hellenic Ministry of Culture and Sports (after YPPOA 2014).

Ministry of Culture and Sports
General Directorate of Antiquities and Cultural Heritage
Dependent Central Services
Directorate of Prehistoric and Classical Antiquities
Directorate of Byzantine and Post-Byzantine Antiquities
Directorate of Museums, Exhibitions and Educational Programs
Directorate of the National Archive of Monuments
Directorate of Conservation of Ancient and Modern Monuments
Department of Expropriations and Real Property

Directorate of Modern Cultural Heritage
Directorate for Documentation and Protection of Cultural Goods
Stone Centre
Secretariat of the Central Archaeological Council

Table 11 – Table listing the central services that belong to the General Directorate of Antiquities and Cultural Heritage of the Hellenic Ministry of Culture and Sports.

Ministry of Culture and Sports			
General Directorate of Antiquities and Cultural Heritage			
Dependent Regional Services			
Ephorates of Prehistoric and Classical Antiquities (EPCA)			
Name	Prefecture/area of operation	Name	Prefecture/area of operation
1 st EPCA	Athens	21 st EPCA	Cyclades, Samos
2 nd EPCA	Attica	22 nd EPCA	Dodecanese
3 rd EPCA	Municipalities of Athens and West Attica	23 rd EPCA	Herakleion
4 th EPCA	Argolis	24 th EPCA	Lasithi
5 th EPCA	Lakonia	25 th EPCA	Chania, Rethymno
6 th EPCA	Achaia	26 th EPCA	Attica (Municipality of Piraeus)
7 th EPCA	Ilia	27 th EPCA	Pieria
8 th EPCA	Kerkyra	28 th EPCA	Serres
9 th EPCA	Boiotia	29 th EPCA	Florina, Kastoria
10 th EPCA	Phokis	30 th EPCA	Kozani, Grevena
11 th EPCA	Euboea	31 st EPCA	Xanthi
12 th EPCA	Ioannina	32 nd EPCA	Thesprotia
13 th EPCA	Magnesia	33 rd EPCA	Preveza, Arta
14 th EPCA	Fthiotida, Eurytania	34 th EPCA	Karditsa, Trikala
15 th EPCA	Larisa	35 th EPCA	Kefallonia, Zakynthos
16 th EPCA	Thessaloniki, Kilkis, Halkidiki	36 th EPCA	Aetoloacarnania, Leykada
17 th EPCA	Pella, Imathia	37 th EPCA	Corinthia

18 th EPCA	Kavala, Drama	38 th EPCA	Messinia
19 th EPCA	Rodopi, Evros	39 th EPCA	Arcadia
20 th EPCA	Lesvos, Chios		
Ephorates of Byzantine Antiquities (EBA)			
Name	Prefecture/area of operation	Name	Prefecture/area of operation
1 st EBA	Attica	15 th EBA	Evros, Rodopi, Xanthi
2 nd EBA	Cyclades	16 th EBA	Kastoria, Florina
3 rd EBA	Chios	17 th EBA	Kozani, Grevena
4 th EBA	Dodecanese	18 th EBA	Arta, Preveza
5 th EBA	Lakonia	19 th EBA	Trikala, Karditsa
6 th EBA	Achaia, Ilia	20 th EBA	Zakynthos, Kefallonia
7 th EBA	Larisa, Magnesia	21 st EBA	Kerkyra
8 th EBA	Ioannina, Thesprotia	22 nd EBA	Aetoloacarnania, Leykada
9 th EBA	Thessaloniki, Kilikis, Pieria	23 rd EBA	Boiotia, Euboea
10 th EBA	Halkidiki, Mount Athos	24 th EBA	Fthiotida, Eurytania, Phokis
11 th EBA	Imathia, Pella	25 th EBA	Corinthia, Arcadia, Argolis
12 th EBA	Kavala, Drama, Serres	26 th EBA	Messinia
13 th EBA	Herakleion, Lasithi	27 th EBA	Samos
14 th EBA	Lesvos	28 th EBA	Chania, Rethymno

Table 12 – Table listing the regional services belonging to the General Directorate of Antiquities and Cultural Heritage of the Hellenic Ministry of Culture and Sports.

Ministry of Culture and Sports	
General Directorate of Antiquities and Cultural Heritage	
Dependent Special Regional Services	
Name	Headquarters/Location
Ephorate of Private Archaeological Collections	Athens, Attica
Ephorate of Underwater Antiquities	Athens, Attica
Ephorate of Palaeoanthropology and Speleology of Southern Greece	Athens, Attica
Ephorate of Palaeoanthropology and Speleology of Northern Greece	Thessaloniki, Macedonia

Archaeological Institute of Macedonian and Thracian Studies	Thessaloniki, Macedonia
Archaeological Institute of Thessalian Studies	Volos, Thessaly
Archaeological Institute of Peloponnesian Studies	Tripoli, Peloponnese
Archaeological Institute of Epirote Studies	Ioannina,
Archaeological Institute of Cretan Studies	Heraklion, Crete
Archaeological Institute of Aegean Studies	Rhodes, Dodecanese
National Archaeological Museum	Athens, Attica
Byzantine and Christian Museum of Athens	Athens, Attica
Numismatic Museum	Athens, Attica
Epigraphic Museum	Athens, Attica
Archaeological Museum of Thessaloniki	Thessaloniki, Macedonia
Museum of Byzantine Culture, Thessaloniki	Thessaloniki, Macedonia
Archaeological Museum Heraklion	Heraklion, Crete
Museum of Asian Art	Corfu, Ionian Islands

Table 13 – Table listing the special regional services belonging to the General Directorate of Antiquities and Cultural Heritage of the Hellenic Ministry of Culture and Sports.

Ministry of Culture and Sports
General Directorate for the Restoration, Museums and Technical Works
Dependent Central Services
Directorate for the Restoration of Ancient Monuments
Directorate for the Restoration of Byzantine and Post-Byzantine Monuments
Directorate for the Restoration of Modern and Contemporary Monuments
Directorate of Topography, Photogrammetry and Land Register
Directorate of Museum Studies and Cultural Buildings
Directorate for the Conduction of Technical Works in Museums and Cultural Buildings
Directorate of Technical Research for Restoration
Directorate of Contemporary and Modern Architectural Heritage
Secretariat of the Central Council for Modern Monuments

Table 14 - Table listing the central services belonging to the General Directorate for the Restoration, Museums and Technical Works of the Hellenic Ministry of Culture and Sports.

13.2 Organisations supervised by the Hellenic Ministry of Culture and Sports

Organisations supervised by the Ministry of Culture & Sports			
Legal Entities of Public Law			
Name	Founded	Location	Role
New Acropolis Museum http://www.theacropolismuseum.gr/en	2003 (2009, open to public)	Athens	Displays findings from the Acropolis of Athens.
Research Centre for Antiquity, Academy of Athens http://www.academyofathens.gr/ecHome.asp?lang=2	1977 (functions since 1980)	Athens	Aims to promote research in the History, Art and Civilization of Greek and Roman antiquity with a focus on the Neolithic, Creto-Mycenaean, Classical and Roman periods. Active in publication of individual studies, archiving of recorded archaeological data. Co-supervises the Greek participation in international scholarly projects.
Legal Entities of Private Law			
Name	Founded	Location	Role
Benaki Museum	1930	Athens	Houses Greek works of art from prehistoric to modern times as well as Asian art, organises periodic exhibitions, runs restoration and conservation workshops and laboratories.
European Centre of Byzantine and Post-Byzantine Monuments	1997	Thessaloniki	Objectives: organisation of training courses; participation in national or international programmes of scientific research and technological development; participation in scientific activities and missions of international organisations; publication of scientific studies
Institute of Historical Research, National Hellenic Research Foundation	1958	Athens	The IHR conducts research on the political, economic, social and cultural history of the Greek areas and the regions where Hellenism has been active, from prehistoric antiquity to the modern era (its Institute of Greek & Roman Antiquity and the Institute of Byzantine Research were consolidated in 2012)

Table 15 - Table presenting organisations (of both public and private law) supervised by the Hellenic Ministry of Culture and Sports.

13.3 Private organisations (not supervised by the Hellenic Ministry of Culture and Sports)

Private organisations			
Name	Founded	Location	Role
The Archaeological Society at Athens	1837	Athens	Independent learned society, assists the State in its work of protecting, improving and studying Greek antiquities, undertakes (whenever necessary) the management and execution of large projects, publishes archaeological research
Museum of Cycladic Art, Nicholas and Dolly Goulandris Foundation	1986	Athens	The museum houses the collection Nicholas and Dolly Goulandris and is dedicated to the study and promotion of ancient cultures of the Aegean and Cyprus, with special emphasis on Cycladic Art of the 3rd millennium BC. It is active in organising exhibitions and events and promoting research.
Elliniki Etaireia: Society for the Environment and Cultural Heritage	1972	Athens	Aims at preserving the environmental and cultural heritage of Greece. Its Council for the Architectural Heritage has undertaken several initiatives, interventions and campaigns for the restorations and protection of monuments.
“Diazoma”, association Citizens for the Greek Ancient Theatres http://www.diazoma.gr/GR/Page_01-01.asp?Reset=1	2008	Athens	Seeks: to help responsible civil services and specialist scholars in the research, protection, restoration, enhancement and promotion of the ancient venues for spectators and audiences; to publicise ancient theatres in many ways; to develop sponsorship opportunities; to mobilise local societies with regard to their monuments.
MONUMENTA	2006	Athens	Active in the protection of natural and architectural heritage in Greece and Cyprus: organisation of actions, events, campaigns, publications
Foundation of the Hellenic World	1993	Athens	Aims at preserving and disseminating Hellenic history and tradition, creating an awareness of the universal dimension of Hellenism and promoting its contribution to cultural evolution. Activities: organisation of exhibitions, events

			and activities, promotion, publication and funding of research.
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Table 16 - Table presenting private organisations dealing with archaeological heritage not supervised by the Hellenic Ministry of Culture and Sports.

13.4 Greek universities offering archaeology degrees

There are six universities in Greece which offer archaeology degrees and are active in archaeological projects, including excavations – for the conduction of the latter always in collaboration with and under the supervision of the Hellenic Ministry of Culture.

Greek university departments offering archaeology degrees	
Name	website
National and Capodistrian University of Athens, Faculty of History and Archaeology	http://www.arch.uoa.gr/
Aristotle University of Thessaloniki, Faculty of History and Archaeology	http://www.auth.gr/hist
University of Thessaly, Department of History, Archaeology and Social Anthropology	http://www.ha.uth.gr/
University of Ioannina, Department of History and Archaeology	www.hist-arch.uoi.gr/
University of Crete, Department of History and Archaeology	http://www.history-archaeology.uoc.gr/
University of Peloponnese, Department of History, Archaeology and Cultural Resources Management	http://kalamata.uop.gr/~hamccd/

Table 17 - Table presenting the Greek University departments offering archaeology degrees.

13.5 Foreign Archaeological Schools

From the 19th century and the establishment of the archaeological profession and the relevant state services in Greece, several foreign archaeological institutions have been founded in the country (Korka 2007; Korka *et al.* 2006). These have been contributing, to this day, to the excavation and study of some of the most important and globally known sites in the country such as Knossos (British School), Ancient Olympia and Tyrins (German School), Delphi and Delos (French School), Ancient Agora of Athens and Corinth (American School) etc. Today there are 17 Foreign Archaeological Schools and one archaeological institution which are engaging in activities ranging from the conduction of archaeological excavations and surveys in many areas of Greece to teaching and promoting research in archaeology. These are all under the supervision of Hellenic Ministry of Culture, all of their

projects are subject to their authorisation, and the regional services (Ephorates of Antiquities) are responsible for overseeing the activities in their respective territory. All of these institutions are supported by private or public funds from their respective countries (donations, patrons, foundations, industries, companies, universities, research institutions) and are headquartered in Athens (with the exception of the INSTAP-SCEC). Some of the oldest schools have also been running study centres or dig houses outside the Greek capital and in the areas they are studying. Table 18 presents a full list of these foreign institutions operating in Greece along with brief information on their activity.

Foreign Archaeological Schools in Greece				
Name	Founded	Country/affiliation	Location/Headquarters	Type of activity
French School at Athens http://www.efa.gr/accueil.html	1846	France	Athens	Scientific, cultural and professional establishment: engages with research in all fields of Greek studies; carries out archaeological projects (excavations and surveys); operates a sizeable library along with a large collection of photographs and maps in Athens.
German Archaeological Institute at Athens http://www.dainst.org/en/departement/athen?ft=al	1874	Germany	Athens	Conducts archaeological excavations and surveys; operates a large library and photographic archive in Athens.
American School of Classical Studies in Athens http://www.ascsa.edu.gr/	1881	U.S.A.	Athens	Advances knowledge of Greece in all periods; conducts archaeological excavations and surveys; sponsors and promotes archaeological fieldwork; offers training for young scholars; provides resources for scholarly work and disseminates research; supports the investigation, preservation, and presentation of Greece's cultural heritage; operates two large research libraries (Blegen Library, Gennadius Library) and an archaeological laboratory (Wiener Laboratory) in Athens.

British School at Athens http://www.bsa.ac.uk/	1886	United Kingdom	Athens	Supports, directs and facilitates British-based research in Classical Studies, archaeology and other areas of Greek Studies; conducts archaeological fieldwork (excavations and surveys); is involved in teaching and training; operates a sizeable library and the oldest archaeometric laboratory in Greece (Fitch Laboratory), both in Athens; operates a branch at Knossos, Crete.
Austrian Archaeological Institute at Athens http://www.oeai.at/index.php/institutsgeschichte-89.html	1898	Austria	Athens	Provides a basis for Austrian scholars active in Greece; facilitates Austrian-run archaeological projects in the country; carries out archaeological excavations and surveys.
Italian School of Archaeology at Athens http://www.scuoladiatene.it/	1909	Italy	Athens	Conducts archaeological excavations and surveys; operates a sizeable library in Athens.
Swedish Institute at Athens http://www.sia.gr/	1948	Sweden	Athens	Carries out archaeological fieldwork (excavations and surveys), publishes excavation finds; contributes to Nordic Library of Athens; supports Swedish researchers active in Greece.
Swiss School of Archaeology in Greece http://www.unil.ch/esag	1975	Switzerland	Athens	Active in archaeological excavation research since 1964; supports archaeological research (excavations, surveys) and training; publishes research and excavation finds; contributes to preservation, restoration and presentation of the archaeological heritage it engages with.
The Canadian Institute in Greece http://www.cig-icg.gr/	1976	Canada	Athens	Promotes and assists Canadian scholars in all areas of Greek studies; carries out archaeological projects (excavations and surveys).
Australian Archaeological Institute at Athens http://www.aaia.chass.usyd.edu.a	1980	Australia	Athens	Promotes Greek studies in Australia and enables Australian scholars to engage in archaeological fieldwork in Greece; is involved in archaeological excavations and surveys.

u/Home.html				
The Netherlands Institute at Athens http://www.nia.gr/el/	1984	Netherlands	Athens	Cultural and research institute: involved in archaeological surveys and excavations; promotes and supports Dutch scholars of all academic disciplines active in Greece.
Finnish Institute at Athens http://www.finninstitute.gr/	1984	Finland	Athens	Promotes all areas of Greek studies; engages in archaeological fieldwork (excavations and surveys); contributes to the Nordic Library at Athens.
Belgian Archaeological School in Greece http://www.ebsa.info/pages/	1985	Belgium	Athens	Focuses on archaeological research in Greece (has conducted excavations since the 1960s); carries out archaeological excavations and surveys and is involved in material studies; engages in publication, presentation and preservation of the relevant results.
Norwegian Institute at Athens http://www.norwinst.gr/uk/	1989	Norway	Athens	Promotes research in all areas of Greek Studies by Norwegian scholars; involved in archaeological surveys and excavations; contributes to the Nordic Library at Athens
Danish Institute at Athens http://diathens.com/	1992	Denmark	Athens	Cultural and research institute: involved in archaeological fieldwork (excavations and surveys); contributes to the Nordic Library at Athens
Irish Institute of Hellenic Studies at Athens http://www.iihsa.ie/welcome.html	1995	Republic of Ireland	Athens	Promotes, coordinates, and assists Irish (or Irish-based) researchers active in Greece; engages in archaeological projects (excavations and surveys); raises awareness and profile of Hellenic Studies in Ireland; promotes Irish culture in Greece
Georgian Institute at Athens	1998	Georgia	Athens	Interests and activities encompass all aspects of scientific and cultural exchange between Greece and the nation of Georgia
Other foreign archaeological institutions in Greece				
Name	Founded	Country/affiliation	Location/Headquarters	Type of activity

The Institute for Aegean Prehistory Study Center for East Crete (INSTAP-SCEC) http://www.instapstudycenter.net/	1997	U.S.A., Institute for Aegean Prehistory (INSTAP), Philadelphia	Pacheia Ammos, East Crete	Research institution: promotion and facilitation of archaeological research in the Aegean/eastern Crete; conducts archaeological fieldwork; facilities and laboratories for storage and study of excavated artefacts; archaeological library
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Table 18 - Table presenting the Foreign Archaeological Institutes operating in Greece.

Appendices

Appendix 1: Questionnaire addressed to organisations involved in the archaeological heritage sector in Greece – English version.

ARCHAEOLOGY LABOUR MARKET INTELLIGENCE:

PROFILING THE PROFESSION 2013-2014

This questionnaire is designed to obtain information relating to people working in archaeology in Greece at present (both archaeologists and other professionals who are involved with archaeological heritage). Please complete the questionnaire using information that applied to your organisation in September 2013.

Name of organisation:
E-mail:	

01. ORGANISATIONAL STRUCTURE AND ROLE

Please tick the box that best describes your organisation's structural basis and principal role

STRUCTURE	PRINCIPAL ROLE			
	FIELD INVESTIGATION	MUSEUM & VISITORS SERVICES	EDUCATIONAL & ACADEMIC RESEARCH SERVICES	GUARDING, PROTECTION, CONSERVATION/PRESERVATION OF ANTIQUITIES
1. MINISTRY OF EDUCATION,				

RELIGIOUS AFFAIRS, CULTURE SPORTS Supervised organisations				
2. RESEARCH CENTRES				
3. UNIVERSITIES				
4. LEGAL ENTITY OF PRIVATE LAW				
5. LOCAL GOVERNMENT ORGANISATION				
6. OTHER:				

02. GEOGRAPHICAL LOCATION

Please tick the box that indicates where your organisation is based

EASTERN MACEDONIA & THRACE	<input type="checkbox"/>
CENTRAL MACEDONIA	<input type="checkbox"/>
WESTERN MACEDONIA	<input type="checkbox"/>
EPIRUS	<input type="checkbox"/>
THESSALY	<input type="checkbox"/>
IONIAN ISLANDS	<input type="checkbox"/>
WESTERN GREECE	<input type="checkbox"/>

MAINLAND GREECE	
ATTICA	
PELOPONNESE	
NORTH AEGEAN	
SOUTH AEGEAN	
CRETE	

03. NUMBER OF STAFF

1. Please indicate how many members of staff, paid and unpaid, are working for your organisation

	A. PAID	B. VOLUNTEERS	Γ. TOTAL
Archaeologists			
Conservators			
Architects			
Museologists			
Archaeological guards			
Historians			
Anthropologists			
Excavation technicians			
Administrative staff			
Unspecialised personnel (e.g. excavation workers)			

2. What type of employment relationship do the employees in the following specialties have in your organisation today?

	<u>Archaeologists</u>	<u>Conservators</u>	<u>Architects</u>	<u>Archaeological guards</u>

Public servant (Public law employment relationship)				
Public servant in paid forced retirement (Public law employment relationship)				
Public sector – Indefinite working time (Private law dependent employment relationship)				
Public sector – Definite working time (Private law dependent employment relationship) with full working hours				
Public sector – Definite working time (Private law dependent employment relationship) with reduced working hours				
Public sector – project contract				
Private sector – Indefinite working time				
Private sector – Definite working time				
Private sector – part-time				
Private sector – community service				
Private sector – project contract				
Free lancer				
Voluntary work				

3. Where these numbers different the previous year?

YES/NO

4. If **YES**, please indicate the maximum and minimum number of employees in the following specialties, paid and unpaid, working for your organisation the previous year

	A. PAID	B. VOLUNTEERS	Γ. TOTAL
Archaeologists	Maximum: Minimum:	Maximum: Minimum:	Maximum: Minimum:
Conservators	Maximum: Minimum:	Maximum: Minimum:	Maximum: Minimum:
Architects	Maximum: Minimum:	Maximum: Minimum:	Maximum: Minimum:
Museologists	Maximum: Minimum:	Maximum: Minimum:	Maximum: Minimum:
Archaeological guards	Maximum: Minimum:	Maximum: Minimum:	Maximum: Minimum:
Historians	Maximum: Minimum:	Maximum: Minimum:	Maximum: Minimum:
Anthropologists	Maximum: Minimum:	Maximum: Minimum:	Maximum: Minimum:
Excavation technicians	Maximum: Minimum:	Maximum: Minimum:	Maximum: Minimum:
Administrative personnel	Maximum: Minimum:	Maximum: Minimum:	Maximum: Minimum:
Unspecialised personnel (e.g. excavation workers)	Maximum: Minimum:	Maximum: Minimum:	Maximum: Minimum:

Please indicate how the number of employees in your organisation has varied in recent years and how they are likely to change in the near future (please

ensure that all staff is included: permanent, contract workers, part-time, volunteers)

5. How can the number of staff in your organisation a year ago (2012) be characterised compared to the present? (e.g. tick the box next to the option “More” if there were more employees a year ago etc.).

A. PAID		B. VOLUNTEERS	
More		More	
Same		Same	
Less		Less	
None		None	
Don't know		Don't know	

6. How can the number of staff in your organisation three years ago (2010) be characterised compared to the present?

A. PAID		B. VOLUNTEERS	
More		More	
Same		Same	
Less		Less	
None		None	
Don't know		Don't know	

7. How can the number of staff in your organisation five years ago (2008) be characterised compared to the present?

A. PAID		B. VOLUNTEERS	
More		More	
Same		Same	

Less		Less	
None		None	
Don't know		Don't know	

8. What is the anticipated number of employees in your organisation one year ahead (2014) compared to the present?

A. PAID		B. VOLUNTEERS	
More		More	
Same		Same	
Less		Less	
None		None	
Don't know		Don't know	

9. What is the anticipated number of employees in your organisation three years ahead (2016) compared to the present?

A. PAID		B. VOLUNTEERS	
More		More	
Same		Same	
Less		Less	
None		None	
Don't know		Don't know	

04. NUMBER OF STAFF IN YOUR ORGANISATION ACCORDING TO AGE AND GENDER

Archaeologists

	PAID		VOLUNTEERS	
	FEMALE	MALE	FEMALE	MALE
Under 20				
Aged 20-29				
Aged 30-39				
Aged 40-49				
Aged 50-59				
Aged 60 and over				

Conservators				
	PAID		VOLUNTEERS	
	FEMALE	MALE	FEMALE	MALE
Under 20				
Aged 20-29				
Aged 30-39				
Aged 40-49				
Aged 50-59				
Aged 60 and over				

Architects				
	PAID		VOLUNTEERS	
	FEMALE	MALE	FEMALE	MALE
Under 20				

Aged 20-29				
Aged 30-39				
Aged 40-49				
Aged 50-59				
Aged 60 and over				

Archaeological guards				
	PAID		VOLUNTEERS	
	FEMALE	MALE	FEMALE	MALE
Under 20				
Aged 20-29				
Aged 30-39				
Aged 40-49				
Aged 50-59				
Aged 60 and over				

Excavation technicians				
	PAID		VOLUNTEERS	
	FEMALE	MALE	FEMALE	MALE
Under 20				
Aged 20-29				
Aged 30-39				
Aged 40-49				

Aged 50-59				
Aged 60 and over				

Administrative staff				
	PAID		VOLUNTEERS	
	FEMALE	MALE	FEMALE	MALE
Under 20				
Aged 20-29				
Aged 30-39				
Aged 40-49				
Aged 50-59				
Aged 60 and over				

Unspecialised personnel				
	PAID		VOLUNTEERS	
	FEMALE	MALE	FEMALE	MALE
Under 20				
Aged 20-29				
Aged 30-39				
Aged 40-49				
Aged 50-59				
Aged 60 and over				

05. EMPLOYEE RIGHTS/ BENEFITS

As they arise from the employment relationship

	YES	NO	DON'T KNOW
PUBLIC SERVANT (PUBLIC LAW EMPLOYMENT RELATIONSHIP)			
PUBLIC SECTOR EMPLOYEE WITH DEPENDENT EMPLOYMENT RELATIONSHIP OF PRIVATE LAW, OF INDEFINITE WORKING TIME			
PUBLIC SECTOR EMPLOYEE WITH DEPENDENT EMPLOYMENT RELATIONSHIP OF PRIVATE LAW, OF DEFINITE WORKING TIME			
PART-TIME PUBLIC SECTOR EMPLOYEE WITH DEPENDENT EMPLOYMENT RELATIONSHIP OF PRIVATE LAW			
EMPLOYEE (PRIVATE SECTOR) OF INDEFINITE WORKING TIME			
EMPLOYEE (PRIVATE SECTOR) OF DEFINITE WORKING TIME			
PART-TIME EMPLOYEE (PRIVATE SECTOR)			
PROJECT CONTRACT IN PUBLIC SECTOR			
PROJECT CONTRACT IN OTHER ORGANISATION			

06. SALARY SCALES & WORKING HOURS

1. Are salaries in your organisation tied to any scale system?

YES	NO	DON'T KNOW

2. If **YES**, please indicate the type of scale system in use

PUBLIC SERVICE	
----------------	--

UNIVERSITY	
PRIVATE SECTOR	
Other (please specify):	

3. Gross salary

	MINIMUM	MAXIMUM	AVERAGE
<u>Archaeologists</u>			
<u>Conservators</u>			
<u>Architects</u>			
<u>Archaeological guards</u>			
<u>Excavation technicians</u>			
<u>Administrative personnel</u>			
<u>Unspecialised personnel (e.g. excavation workers)</u>			

4. Does this salary include any weighting allowances?

	YES	NO
<u>Archaeologists</u>		

<u>Conservators</u>		
<u>Architects</u>		
<u>Archaeological guards</u>		
<u>Excavation technicians</u>		
<u>Administrative personnel</u>		
<u>Unspecialised personnel (e.g. excavation workers)</u>		

5. If **YES**, how much?

	MINIMUM	MAXIMUM	AVERAGE
<u>Archaeologists</u>			
<u>Conservators</u>			
<u>Architects</u>			
<u>Archaeological guards</u>			
<u>Excavation technicians</u>			
<u>Administrative personnel</u>			
<u>Unspecialised personnel (e.g. excavation workers)</u>			

6. Weekly working hours (please indicate the number of individuals)

	PAID		VOLUNTEERS	
	Part-time (<30 hours per week)	Full time (>30 hours per week)	Part-time (<30 hours per week)	Full time (>30 hours per week)
<u>Archaeologists</u>				
<u>Conservators</u>				
<u>Architects</u>				
<u>Archaeological guards</u>				
<u>Excavation technicians</u>				
<u>Administrative personnel</u>				
<u>Unspecialised personnel (e.g. excavation workers)</u>				

7. Length of contract for paid staff (please complete according to the number of individuals)

	Up to 3 months	3-6 months	6-12 months	12-24 months	> 24 months	Permanent/ Indefinite working time
<u>Archaeologists</u>						
<u>Conservators</u>						
<u>Architects</u>						
<u>Archaeological guards</u>						
<u>Excavation</u>						

<u>technicians</u>						
<u>Administrative personnel</u>						
<u>Unspecialised personnel</u>						

8. Length of time working with the organisation for unpaid staff (please complete according to the number of individuals)

	Up to 3 months	3-6 months	6-12 months	12-24 months	> 24 months
<u>Archaeologists</u>					
<u>Conservators</u>					
<u>Architects</u>					
<u>Archaeological guards</u>					
<u>Excavation technicians</u>					
<u>Administrative personnel</u>					
<u>Unspecialised personnel</u>					

07. TRADE UNIONS

1. Are there any recognised trade unions in your organisation's working environment?

YES	NO	DON'T KNOW

2. If **YES**, which unions are these?

Association of Greek Archaeologists	
Association of Temporary contract Archaeologists (Σ.ΕΚ.Α.)	
Association of Conservators of Antiquities & Works of Art (of tertiary education)	
Association of Architecture Graduates of Higher Education – Panhellenic Union of Architects	
Association of students and graduates of the Vocational Training specialty "Museum and Archaeological site Guards "	

Other (please specify):
.....
.....

08. QUALIFICATIONS AND ETHNIC ORIGIN BY SPECIALTY

1. How many of the employees of the following specialties in your organisation have the following qualifications (for individuals with multiple qualifications indicate only the highest)

	Doctorate (PhD)	Two-year postgraduate degree	One-year postgraduate degree	First degree
<u>Archaeologists</u>				
<u>Conservators</u>				
<u>Architects</u>				
<u>Archaeological guards</u>				
<u>Excavation technicians</u>				
<u>Administrative personnel</u>				
<u>Unspecialised</u>				

<u>personnel</u>				
------------------	--	--	--	--

2. What is the ethnic origin of your organisation's employees in the following specialties? (please indicate the number of individuals)

Ethnic origin	Greece	E.U. citizens	Americas	Asia	Africa	Oceania
<u>Archaeologists</u>						
<u>Conservators</u>						
<u>Architects</u>						
<u>Archaeological guards</u>						
<u>Excavation technicians</u>						
<u>Administrative personnel</u>						
<u>Unspecialised personnel</u>						

09. PEOPLE WITH DISABILITIES IN YOUR ORGANISATION

How many of the employees in the following specialties have disabilities:

	PAID		UNPAID STAFF	
<u>Archaeologists</u>				
<u>Conservators</u>				
<u>Architects</u>				
<u>Archaeological guards</u>				

<u>Excavation technicians</u>				
<u>Administrative personnel</u>				
<u>Unspecialised personnel (e.g. excavation workers)</u>				

10. STAFF TRAINING AND DEVELOPMENT

	YES	NO	DON'T KNOW
1. Do you identify training needs for individuals and the organisation as a whole?			
2. Are training or other development opportunities provided to paid employees?			
3. Are training or other development opportunities provided to unpaid staff?			

If you answered **YES**, to either of the two last questions, how does your organisation develop its staff? – tick all boxes that apply:

	PAID	UNPAID STAFF
4. Formal off-job training (e.g. external training courses/seminars)		
5. Formal in-job training (e.g. internal training courses/seminars)		
6. Informal off-job training (e.g. individual research and learning support)		
7. Informal in-job training (e.g. mentoring)		

8. Training leave, further training leave		
---	--	--

	YES	NO	DON'T KNOW
9. Does your organisation have a formal training plan?			
10. Does your organisation have a training budget?			
11. Is your training budget under your organisation's control?			
12. Do you keep a record of the time employees spend for training?			
13. Do you formally evaluate the impact of training on individuals?			
14. Do you formally evaluate the impact of training on the organisation?			
15. Does your organisation operate a performance appraisal scheme?			
16. Does your organisation encourage individuals to engage in continuing professional development?			

11. TRAINING DEMAND AND SUPPLY

1. Does your organisation employ new entrants to the profession?

YES	NO	DON'T KNOW

If **YES**, please tick to the following by ticking the relevant box:

	VERY LITTLE	LITTLE	CONSIDERABLY	VERY EXTENSIVELY
2. How much does your organisation train new				

entrants (introductory seminars etc.)?				
3. How well equipped with skills are new entrants to the profession?				
4. How well do currently available courses match the requirements of the profession?				

12. SKILLS GAPS

1. Has your organisation used outside specialists or consultants in the last year for specific non-archaeological purposes?

YES	NO

If **YES**, please indicate in which areas of your organisation's work did these contribute:

Management	
Project management	
Information/Technology	
Business skills	
Human resource management	
Foreign languages	
Education/Training	
Customer care	
Sales/marketing	
Advisory role	

Other (please specify):

.....

.....

.....

2. Has your organisation used outside specialists or consultants in the last year for specific technical, archaeological purposes?

YES	NO

If **YES**, please indicate in which areas of your organisation's work did these contribute:

1. Conducting (direct) intrusive excavation (e.g. paleolithic layers)	
2. Contributing to intrusive excavation (e.g. paleolithic layers)	
3. Conducting (direct) non-intrusive field investigations (other than excavations) of archaeological nature (e.g. underground geophysical survey)	
4. Contributing to non-intrusive field investigations (other than excavations) of archaeological nature (e.g. underground geophysical survey)	
5. Conducting (direct) specialised evaluation of excavation finds	
6. Contributing to specialised evaluation of excavation finds	
7. Conducting (direct) other non-intrusive field investigations (other than excavation & geophysical survey)	(please specify):
8. Contributing to other non-intrusive field investigations (other than excavation & geophysical survey)	(please specify):
9. Marking of archaeological site boundaries	
10. Desk-based research	

11. Conservation of artefacts	
12. Artefact research	
<u>Other (please specify):</u>	
.....	
.....	
.....	

3. What specialised skills do you consider as a priority for the training of the employees in your organisation in the next two years (please choose up to three).

Management	
Project management	
Information/Technology	
Business skills	
Human resource management	
Foreign languages	
Education/Training	
Customer care	
Sales/marketing	
Advisory role	
<u>Other (please specify):</u>	
.....	
.....	
.....	

4. What technical, archaeological skills do you consider as a priority for the training of the employees in your organisation in the next two years (please choose up to three).

1. Conducting (direct) intrusive excavation (e.g. paleolithic layers)	
2. Contributing to intrusive excavation (e.g. paleolithic layers)	
3. Conducting (direct) non-intrusive field investigations (other than excavations) of archaeological nature (e.g. underground geophysical survey)	
4. Contributing to non-intrusive field investigations (other than excavations) of archaeological nature (e.g. underground geophysical survey)	
5. Conducting (direct) specialised evaluation of excavation finds	
6. Contributing to specialised evaluation of excavation finds	
7. Conducting (direct) other non-intrusive field investigations (other than excavation & geophysical survey)	(please specify):
8. Contributing to other non-intrusive field investigations (other than excavation & geophysical survey)	(please specify):
9. Marking of archaeological site boundaries	
10. Desk-based research	
11. Conservation of artefacts	
12. Artefact research	
<u>Other (please specify):</u>	

13. OPPORTUNITIES FOR PROFESSIONAL DEVELOPMENT AND TRAINING

1. Are you aware of any opportunities for professional development and training in your field?

YES	NO	DON'T KNOW

	VERY LITTLE	LITTLE	CONSIDERABLE	VERY EXTENSIVE
2. How much support would you give to your staff towards gaining such qualifications?				

14. COMMENTS

If you have any further comments about any aspect of the archaeological profession and of the specialties that are directly involved with the archaeological heritage in Greece, please add them here.

Appendix 2: Questionnaire addressed to individuals working in the archaeological heritage sector in Greece – English version.

Questionnaire: «Discovering the Archaeologists of Europe 2014»

This questionnaire has been designed in order to collect information about the people who are employed as archaeologists or other professionals who are directly involved with the archaeological heritage of Greece at the present

<p>Gender</p> <table border="1" style="width: 100%;"> <tr> <td>Male</td> <td></td> </tr> <tr> <td>Female</td> <td></td> </tr> </table>	Male		Female		<p>Date of birth</p> <div style="border: 1px solid black; height: 40px; width: 100%; margin-top: 5px;"> <p>.....</p> </div>
Male					
Female					

Do you consider yourself to have a disability?

No	
Yes	

Country of origin

Greece	(please mark with an 'X')
<u>Other:</u> (please specify)	
.....	
.....	

ATTENTION: In case you have recently been employed but are currently unemployed please fill in the questionnaire according to your recent job experience – indicate in the space below when your employment finished

(e.g. November 2012).....

1. In which area of Greece are you working?

.....

2. For which service/organisation are you working for?

.....

3. With what type of contract are you employed? (choose one of the following)

Civil servant (public employment)	
Under paid forced retirement - Civil servant (public employment)	
Employee in the public sector of indefinite time	
Employee in the public sector of definite time	
Employee in the public sector of definite time with reduced working hours	
Employment contract in the public sector	
Employee in the private sector of indefinite time	
Employee in the private sector of definite time	
Dependable hourly wage worker in private sector	
Employee in the private sector with Public Benefit Services programme	

Employment contract in the private sector	
Free lancer	
Voluntary employment	
<u>Other:</u>	

4. What is the duration of your contract?

.....

5. What is your job title? (e.g. conservator of antiquities, Ephor of Antiquities, Archaeological guard etc.)

.....

6. Indicate whether you are employed:

Full time	
Part time	

7. What is your average monthly salary from your employment?

Below 500 €	
From 500 to 1000 €	
From 1001 to 1500 €	
From 1501 to 2000 €	
Above 2000 €	
<u>Other:</u>	

8. For how long have you been involved in paid work in this field?

.....

9. For how long have you worked voluntarily (if at all) in this field?

.....

10. For how long have you been employed in jobs that do not relate to your studies/specialisation?

.....

11. Insert information on the studies that you have successfully completed (in case you have obtained more than one degree of the same level please indicate separately):

Title	Field of study and institution (e.g. History and Archaeology, University of Thessaly)	Country of study (for studies outside Greece please indicate the country in the following space)
University degree		<input type="checkbox"/> Greece <input type="checkbox"/> European Union..... <input type="checkbox"/> Outside EU
		<input type="checkbox"/> Greece <input type="checkbox"/> European Union..... <input type="checkbox"/> Outside EU
Technological Educational Institute degree		<input type="checkbox"/> Greece <input type="checkbox"/> European Union..... <input type="checkbox"/> Outside EU
Public or private Vocational Training degree		<input type="checkbox"/> Greece <input type="checkbox"/> European Union..... <input type="checkbox"/> Outside EU
Academy and school degree		<input type="checkbox"/> Greece <input type="checkbox"/> European Union..... <input type="checkbox"/> Outside EU
Postgraduate degree (MA, MPhil, MSc)		<input type="checkbox"/> Greece <input type="checkbox"/> European Union..... <input type="checkbox"/> Outside EU
		<input type="checkbox"/> Greece <input type="checkbox"/> European Union..... <input type="checkbox"/> Outside EU
PhD		<input type="checkbox"/> Greece <input type="checkbox"/> European Union..... <input type="checkbox"/> Outside EU

Post-doctoral research		<input type="checkbox"/> Greece <input type="checkbox"/> European Union..... <input type="checkbox"/> Outside EU
<u>Other:</u>		

12. On what year did you complete your highest qualification?

.....

13. What are (briefly) your main job responsibilities? Please indicate, with a percentage ranging from %1 to %100, the working time that you allocate for each of the following:

Job responsibility	%	Job responsibility	%
Archaeological excavation		Administration	
Documentation/study of archaeological material		Project management	
Archive keeping/management		Human resource management	
Conservation of archaeological material		Organisation of cultural activities/events	
Conservation/restoration of monuments		Organisation of educational programmes	
Interpretation of archaeological material (objects, sites)		Preparation of educational material	
Conduction/application of conservation and management plans		Curation of collections/exhibitions/museum	
Archaeological drawing		Preparation/application of museological and museographical plans	
Publication of archaeological material and research		Organisation and presentation of museum exhibitions	
Enhancement of archaeological		Editing texts/publications	

sites/monuments			
Awareness-raising for local communities		Crisis management (internal, with local communities)	
Guarding of monuments/archaeological sites		Teaching	
Promotion of archaeological sites and collections to the public		Scientific updating	
Other:		Other:	

14. With the help of this scale (from 1 to 5) evaluate the extent to which the skills required for your job were obtained through your undergraduate studies, indicating with a “P”, and your postgraduate studies, indicating with an “M”.

1 (Not at all)	2	3	4	5 (Very much)
-----------------------	----------	----------	----------	----------------------

15. What kind of training/skill development have you had the chance to obtain during your employment and who provided this? (with the exception of undergraduate and postgraduate studies)

Skill/ Seminar theme	Provider

16. Indicate in the columns of the following table: a) Which of the following skills do you consider necessary in your area of responsibility (indicate with an “A” in the First

column)? b) Which of these have you already acquired (indicate with an “X” in the Second column)? c) Which of these would you be interested in acquiring (indicate with an “E” in the Third column)? [you can complete more than one of the boxes, e.g. “A” and “X”, “A” and “E”]

Skill	A	X	E	Skill	A	X	E
Excavation				Project management			
Archaeological survey projects				Budget management			
Archaeological/architectural drawing				Administrative/ Organisational			
Principles of antiquities' conservation				Preparation and management of educational programmes			
Architectural interventions and restoration of archaeological sites				Human resource management			
Archaeological site management principles				Negotiation			
Museology principles				Marketing			
Collections management				Site digitisation			
Collection digitisation				Communication strategy			
Legal framework for heritage management				Strategic planning			
Audience surveys/ ethnographic methodologies				Guiding techniques			
Management plan preparation				Disaster/risk preparedness and management			
Material science				Fundraising			
Underwater archaeology				(Archaeological)			

				Photography			
<i>Computer applications</i> Word processing				Other:			
<i>Computer applications</i> Image processing				Other:			
<i>Computer applications</i> AutoCAD (computer-aided design and drafting software application)				Other:			
<i>Computer applications</i> Geographic Information System (G.I.S.)				Other:			
<i>Computer applications</i> Spreadsheet applications (e.g. Microsoft Excel)				Other:			
<i>Computer applications</i> Database management systems (e.g. Microsoft Access)				Other:			

<i>Computer applications</i> Desktop publishing applications (e.g. Microsoft Publisher)				Other:			
<i>Computer applications</i> Other:.....				Other:			
<i>Computer applications</i> Other:.....				Other:			

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